

**SONG-BROWN FAMILY PHYSICIAN TRAINING PROGRAM
SITE VISIT EVALUATION REVIEW**

REGISTERED NURSING EDUCATION PROGRAM: California State University, Bakersfield, BSN, ANCE & MSN Programs

Date of Site Visit: Wednesday, May 14, 2008

Site Review Staff: Terrie Smith Song-Brown Program Analyst and Manuela Lachica Song-Brown Program Director

Names and Titles of Persons Interviewed:

Dr. Candace Meares, PhD, RN, CNAA-BC, CNL – PI on the Projects

Dr. Peggy Leapley, PhD, RN, APRN-BC (FNP) – Department of Nursing Chair

Dr. Bobbi Meyer, JD, MSN, RN, APRN-BC (FNP) – Co-Director FNP Program

Ms Heidi He, MSN, RN, FNP-C – Co-Director FNP Program

Dr. Kathleen Gilchrist, PhD, RN, CCRN, FNP-C – Graduate Program Coordinator effective 09/01/08 and CSUB Liaison with RN Explorers

Site visit questions relate to the Song-Brown Family Physician Training Act Standards for Registered Nursing Education Programs, established by the California Healthcare Workforce Policy Commission, pursuant to Health and Safety Code 128200, et seq. Each training program standard is presented in italics:

Section I. Each Registered Nursing Education Program approved for funding under the Song-Brown Family Physician Training Act (hereinafter “the Act”) shall be operated by an accredited California School of Nursing or shall be approved by the Regents of the University of California or by the Trustees of the California State University and Colleges, or shall be approved by the Board of Registered Nursing pursuant to Section 2834-2837, Article 8, Chapter 6, Div. 2, of the Business and Professions Code, or the Board of Governors of the California Community Colleges, and that is approved by the Board of Registered Nursing.

The following questions relate to **Section I** of the Training Program Standards:

1. Is the education program operated by one of the following entities?

An accredited California School of Nursing? Yes No

2. Has the program been approved by one of the following entities?

The Board of Registered Nursing? Yes No N/A

The Board of Governors of the CA Community Colleges? Yes No N/A

The Trustees of the California State University? Yes No N/A

The Regents of the University of California? Yes No N/A

Comments: Accredited by the Commission on Collegiate Nursing Education of the American Association of Colleges of Nursing

3. What is the NCLEX pass rate? 75.76% (this was taken from the BRN webpage)

4. How many students do you train each year? 71

Comments: There was a high rate of attrition among the last Accelerated Nursing Career Entry (ANCE) class. Of the 18 students who enrolled in the original courses, there are only three that will graduate. Students have left the program for a variety of reasons including personal issues and academic dishonesty.

Section II. Each Registered Nursing Education Program approved for funding under the Act shall include a component of education in medically underserved multi-cultural communities, lower socioeconomic neighborhoods, or rural communities, and shall be organized to prepare registered nursing services in such neighborhoods and communities.

The following questions relate to Section II of the Education Program Standards:

1. Does the education program include a component of training in medically underserved multi-cultural communities, lower socioeconomic areas, or rural communities (hereinafter "component of training") that is organized to prepare registered nurses for services in such neighborhoods and communities?

Yes No If no, provide comments:

2. Describe the location of the training program's "component of training"?

Check which category(ies) apply:

- Medically underserved multicultural community
- Lower socioeconomic area
- Rural area
- None of the above

Comments: The BSN students in the entry level masters and accelerated programs have clinical placements in facilities serving the underserved and multi-cultural clients. There are 21 component of training sites used by these programs.

3. Street address and zip code of "component of training": Bakersfield Heart Hospital, 3001 Sillect Ave., Bakersfield, CA 93308; Bakersfield Memorial Hospital, 420 34th St., Bakersfield, CA 93301; Kern Medical Center, 1830 Flower St., Bakersfield, CA 93305; Mercy Hospital Truxtun, 2215 Truxtun Ave., Bakersfield, CA 93301; Mercy Southwest Hospital, 400 Old River Rd., Bakersfield, CA 93311; San Joaquin

Community Hospital, 2615 Eye St., Bakersfield, CA 93301; Good Samaritan Hospital, 901 Olive St. Bakersfield, CA 93308; Kern County Department of Health, 1800 Mt. Vernon Ave., Bakersfield, CA 93306; Rosewood, 1401 New Stine Rd., Bakersfield, CA 93309; Bakersfield School District, 1300 Baker St., Bakersfield, CA 93305; Kern County Mental Health Center, 300 Truxtun Ave., Bakersfield, CA 93301; Kern County Elderlife, 1111 Columbus Ave., Bakersfield, CA 93305; Bakersfield Planned Parenthood, 1611 First St., Bakersfield, CA 93304; Kaiser Permanente Behavioral Health Center, 5201 White Ln., Bakersfield, CA 93309; Crestwood Behavioral Health Center, 6606 Eucalyptus, Bakersfield, CA 93306; East Bakersfield Community Health Center, 815 Dr. Martin Luther King Jr. Blvd., Bakersfield, CA 93307; Homeless Healthcare, 234 Baker St., Bakersfield, CA 93305.

For OSHPD staff use – geographic location of “component of education”:

Census tract: _____ MSSA: _____

4. Are all of the program’s students required to spend part of their education in patient care in the “component of training”? Yes No

Did the site review include a visit to the “component of training”?

Yes No

Comments: The site visit included a trip to the Centennial Medical Group at 1801 16th Street # A, Bakersfield. We met and talked with Dr. Larry P Yokoyama, he practices as a Family Doctor. Dr. Yokoyama has Rocio Lopez and Patricia Bedard, both 2nd year FNP students training with him at this practice site.

5. Check all applicable categories that describe the “component of education”?

Yes No

Federally Qualified Health Center or Look-alike

Yes No

Community Health Center (Section 330)

Yes No

Rural Health Clinic (P.L. 95-210)

Yes No

Government-Owned/Operated Facility

Yes No

other (describe): _____

Additional comments relating to compliance with Section II of the Standards (optional): During the senior year all students are assigned to clinical rotations in one of the several component of training sites listed above. The component of training sites in Kern County are designated Nursing Shortage areas.

Section III. *Appropriate strategies shall be developed by each education institution receiving funds under the Act to encourage Registered Nurses who are educated in the education program funded by the Act, to enter into practice in areas of unmet priority need for primary care family physicians within California as defined by the California Healthcare Workforce Policy Commission (hereinafter referred to as*

“areas of need”). Such strategies shall incorporate the following elements:

- A. An established procedure to identify, recruit and admit registered nursing students who possess characteristics which would suggest a predisposition to practice in areas of need, and who express a commitment to serve in areas of need**
- B. An established counseling and placement program designed to encourage education program graduates to enter practice in areas of need.**
- C. A program component such as a preceptorship experience in an area of need, which will enhance the potential of education program graduates to practice in such an area.**

The following questions relate to **Section III** of the Education Program Standards:

- 1) Does the program have an established procedure to identify, recruit and admit registered nursing students who possess the following characteristics?
- a) A predisposition to practice in areas of need? Yes No
 - b) Who express a commitment to serve in areas of need? Yes No

Comments: The CSUB nursing graduate program has not needed to establish a procedure specifically to identify students with a predisposition to practice in areas of need as the percentage of students that seek employment in areas of need has been historically high. The percentage is monitored so that it can be reported as one aspect of the HRSA Advanced Nurse Education Traineeship (AENT) grant which has been awarded continuously over a decade. Among the June 2007 graduates, 50% had taken positions in areas of need. Among the students enrolled during fall quarter of 2007, 24 of the 41 students (58.5%) had signed commitment letters stipulating that they intend to work in areas of need after graduation. CSUB diverse and bilingual students tend to seek employment in clinical facilities where their skills can be used. At this time, 41.5% of graduate students are non-white, and 17% are men: both are underrepresented in nursing.

- 2) Check all applicable categories that describe the established procedure referenced in Section III of the Education Program Standards (above):

- Yes No (a) Mission statement speaks to graduate deployment
- Yes No (b) Website emphasizes underserved areas, populations
- Yes No (c) Promotion of mission in interviews of training program applicants
- Yes No (d) Weighting of underserved goals affecting ranking of applicants

- Yes No (e) Special emphasis on recruiting registered nursing students from local
- Yes No (f) Developing core faculty with experience in underserved practices
- Yes No (g) Formally promoting registered nursing careers in high schools, colleges

Other (describe): No formal interviews are conducted with applicants, but bilingual students are given priority in ranking. CSUB Entry Level Master's (ELM) program is not specifically designed to prepare nursing faculty members, but they have found that many faculty prepared with an MSN in the FNP option have gone on to become faculty members teaching undergraduates in multiple BRN recognized areas. CSUB Faculty are involved with the local chapter of RN Explorer post designed to increase interest in a nursing career among high school students.

- 3) Does the program have an established counseling and placement program designed to encourage nursing education program graduates to enter practice in areas of need?

Yes No

Comments: CSUB has not needed to establish a counseling and placement program because of the high percentage of graduates who take positions in areas of need. CSUB graduates continue to seek employment in areas of need that meet the Health Resources and Services Administration (HRSA) requirement. 50% of the June 2007 program graduates have been employed in areas of need.

Does the program provide any type of support services for students?

- NCLEX Preparation -- Define the nature of your NCLEX preparation in space provided below.
- Skills Lab
- Tutoring
- Mentoring
- Safety Issue

Comments: The NCLEX review course is offered to students in the fall quarter of the second year, which on the curricular plan is the quarter just preceding the NCLEX examination. The NCLEX review course has helped increase the percentage of first-time test takers. Historically, ELM students have had a higher pass rate than students completing the generic baccalaureate program.

Are these services free to the students?

Yes No

The voluntary NCLEX review course fee is included in the student's regular fees.

- 4) Check all applicable categories that describe the established counseling and placement program referenced in Section III of the Education Program Standards (above):

- Yes No (a) Faculty advisors/hospital management promote practice opportunities
Yes No (b) Coordination with Health Professions Education Foundation's RN education scholarships and loan repayment programs
Yes No (c) Coordination with community healthcare employers in recruiting program graduates
Yes No (d) A program matching registered nurses with underserved areas

Additional comments relating to compliance with Section III of the Standards (optional): Students are notified as agencies make CSUB aware of opportunities. This is not a formal notification process, but has taken the form of announcements in class or by e-mail distribution directly to students. Students are also recruited individually by the healthcare centers where they complete their clinical training, many have jobs before they graduate.

The following are general questions relating to the administration of the Song-Brown Registered Nursing Education Program:

1. Do you have any concerns about any of the following processes established for the administration of the Song-Brown Act?

- a) The applications for Song-Brown funds: Yes No
b) The oral presentations to the Commission: Yes No
c) The contract process: Yes No
d) The invoice process: Yes No
e) Staff's ability to provide technical assistance: Yes No

2. Is there any information about the Registered Nursing Education Program not covered by the above questions that should be noted or included with this site visit report?

If yes, please comment: No, except to thank the administrators and staff at OSHPD for assisting CSUB to obtain the funding made available to us. The program at CSUB has benefited greatly from the funding provided. The staff at OSHPD has been attentive, available, prompt and knowledgeable. As I face partial retirement, and the suspension of grant writing activities, I want to express my appreciation for the positive relationship we have shared over the years.

Concerns/Issues: CSUB has concerns with recruiting and retaining quality faculty to replace the faculty that will be retiring soon. The program's other concern is

obtaining enough clinical hours in the hospitals and clinics for the students, because of the increased competition from other programs for clinical training site hours.

Staff Comments: We interviewed the three remaining ANCE students, Ben Farber, Jean Roberts and Kimberly Cook. The students were complimentary of the teachers and of the intense ANCE program. They felt that the program was well structured for the fast pace. Each student had picked a different nursing field for their professional careers and signed letters of intent with regard to working with the medically underserved and ethnically diverse population after graduation. Each student told us how grateful they were for the Song-Brown funding that helped make their hard work payoff.